



FY 10

# Diversity Metrics

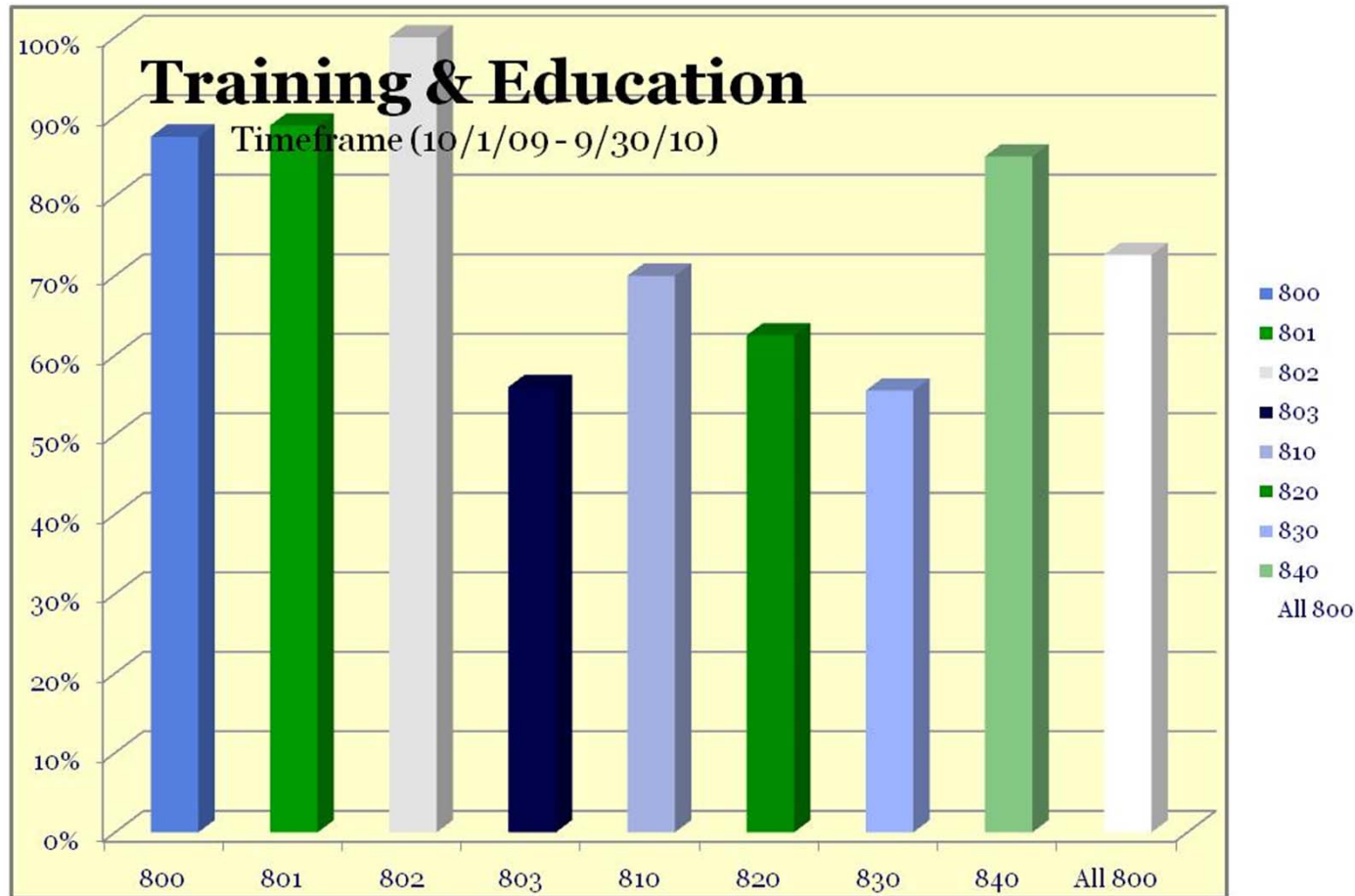
July 19 2011

# Inclusion Metrics

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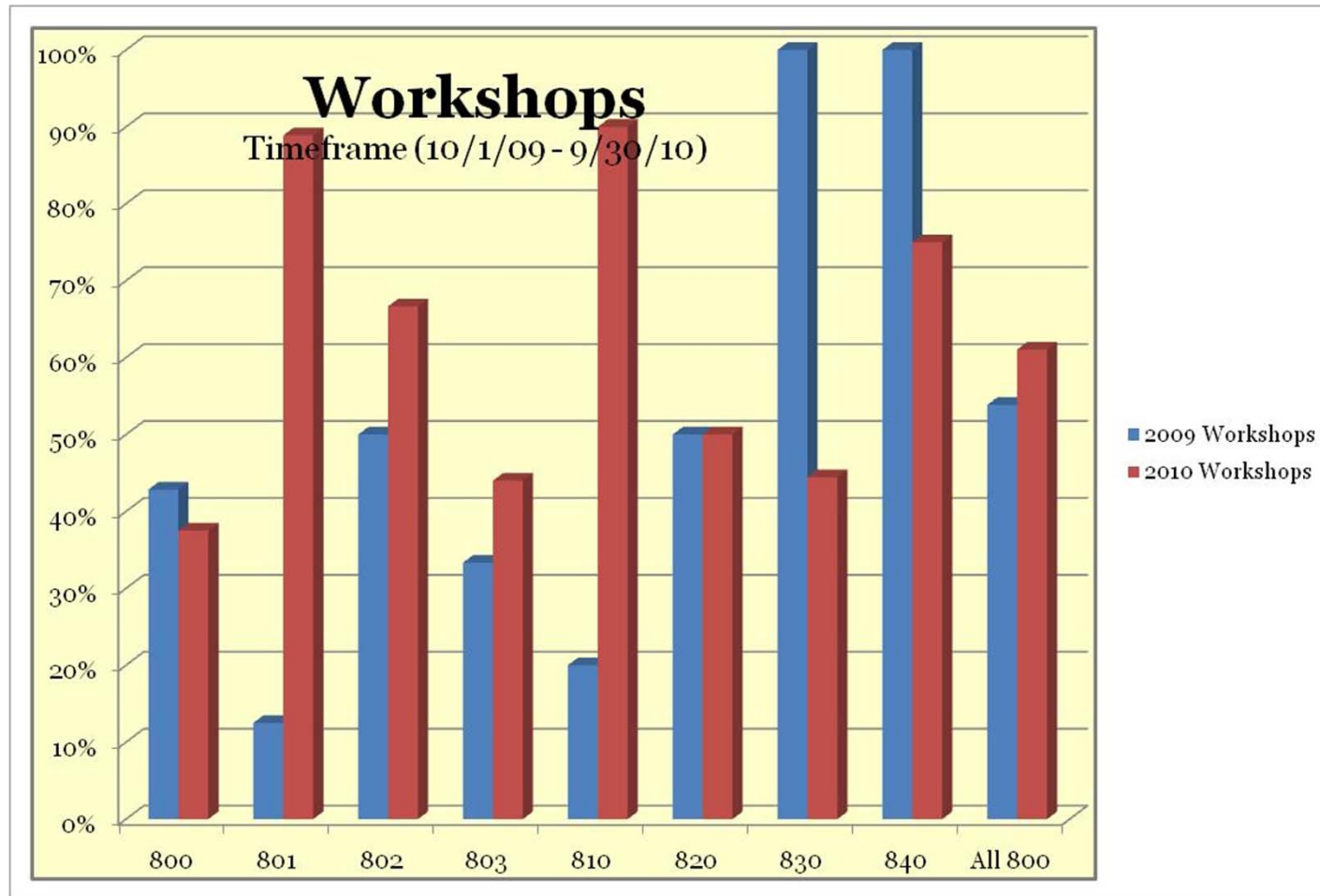
- All Code 800 offices shall document and report the make-up of selection panels, special task teams, and training assignments to the Directorate
  - The Code 800 Diversity Working Group shall review and analyze this data and make recommendations to Directorate Management
  - Goal: The Directorate goal is 80% employee participation from each Directorate office in the current fiscal year
  - Goal: Directorate use of collaborative opportunities, such as cross-training, job sharing, shadowing and matrixed employee support, will also be collected during the current fiscal year, with an overall Directorate participation goal of 20%
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- In FY09, Code 800 employee participation was 98% and Code 800 collaborative opportunities participation was 55%.
  - In FY10, Code 800 employee participation was 96% and Code 800 collaborative opportunities participation was 45%.

# Inclusion Metrics Continued



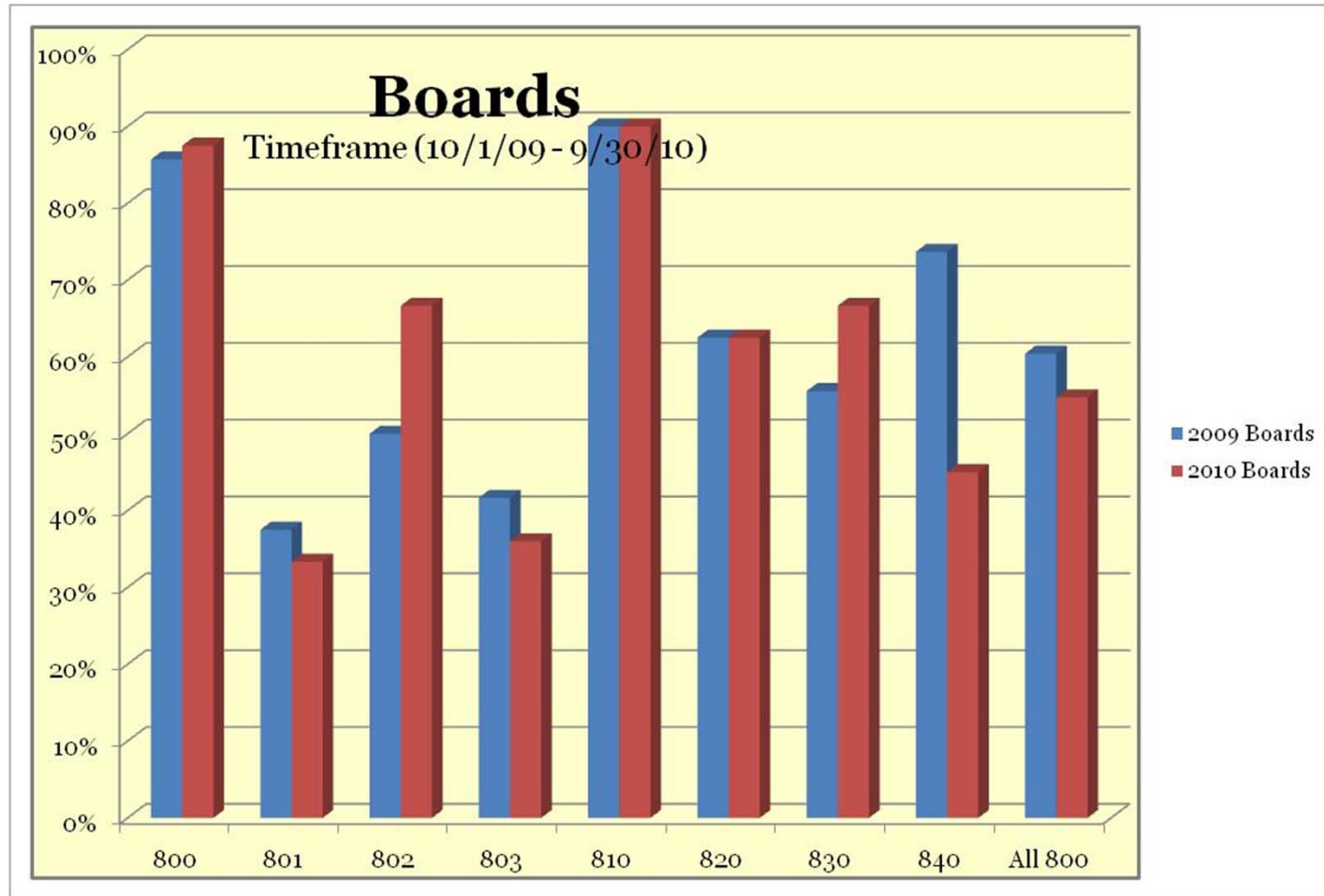
- Does not include mandatory training
- For example: Hyperion Upgrade Training
- In 2009, Training Metrics were separate for Management, Tech, and Admin
- In 2010, Training was combined into one metric

# Inclusion Metrics Continued



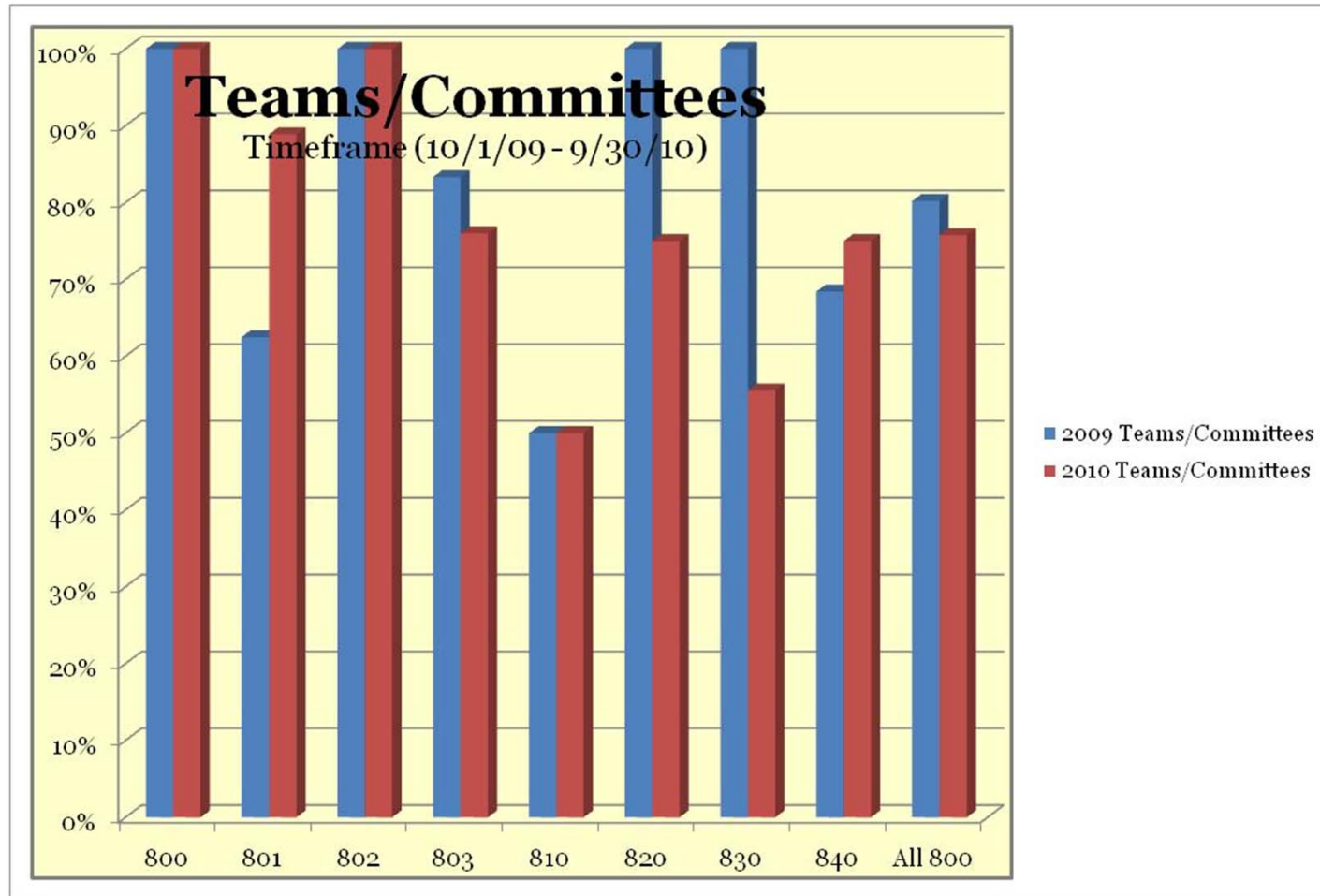
- Includes attending workshops, conferences and conventions
- For example: Annual Resources Forum

# Inclusion Metrics Continued



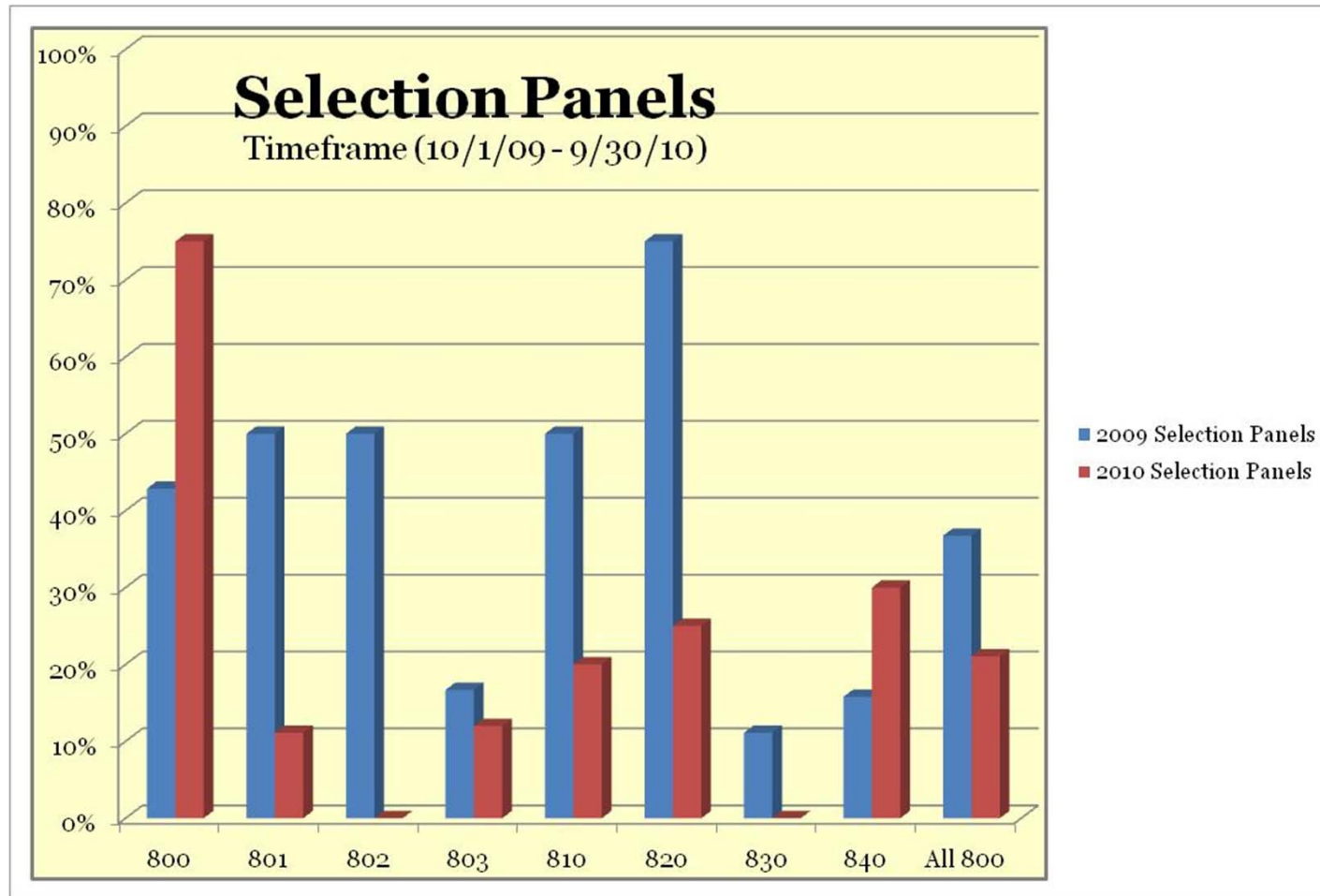
- Includes serving on Boards and Panels
- For example: Contract Performance Evaluation

# Inclusion Metrics Continued



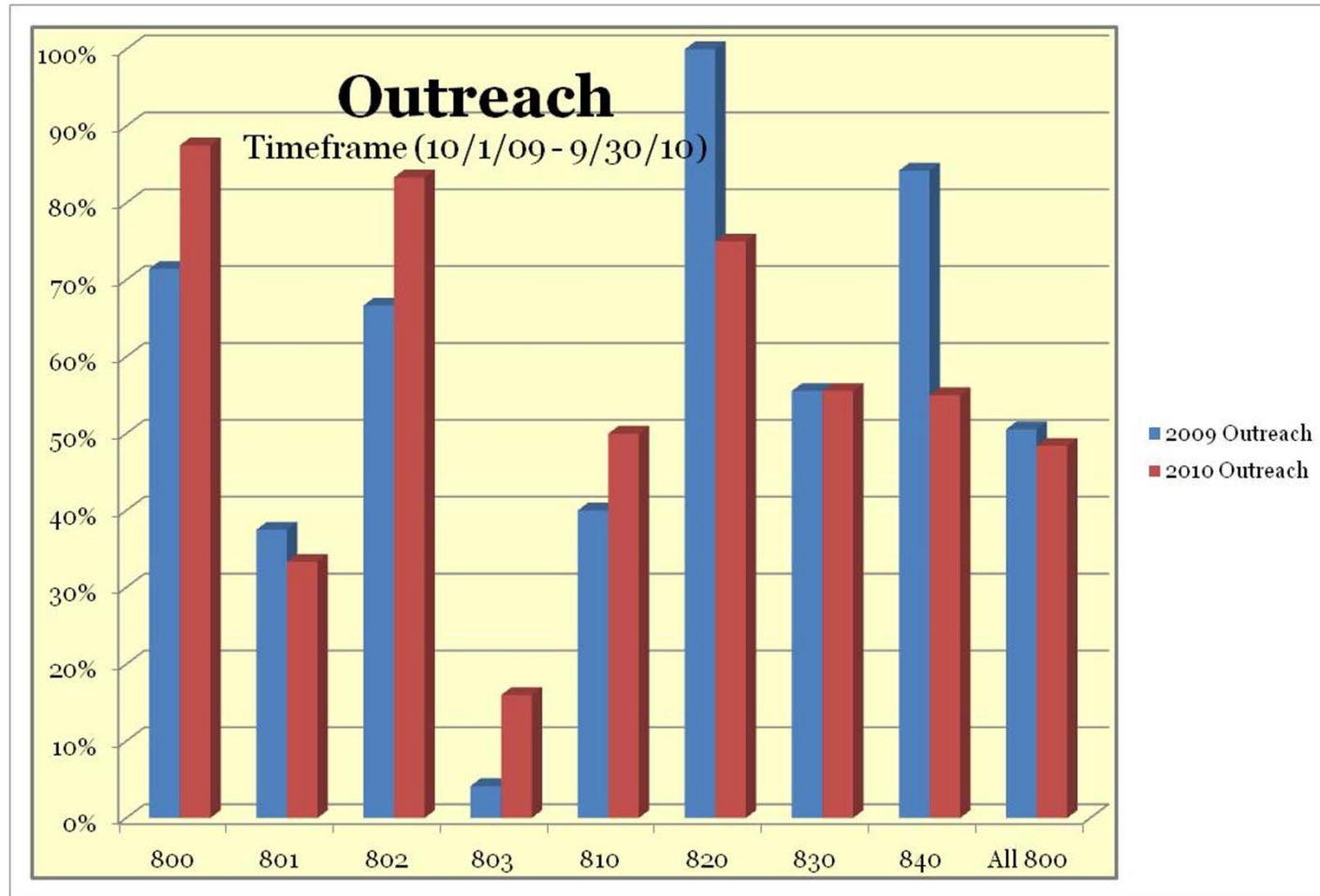
- Includes serving on Teams or Committees
- For example: Open House Planning Team

# Inclusion Metrics Continued



- Includes serving on selection panels
- For example: Interview

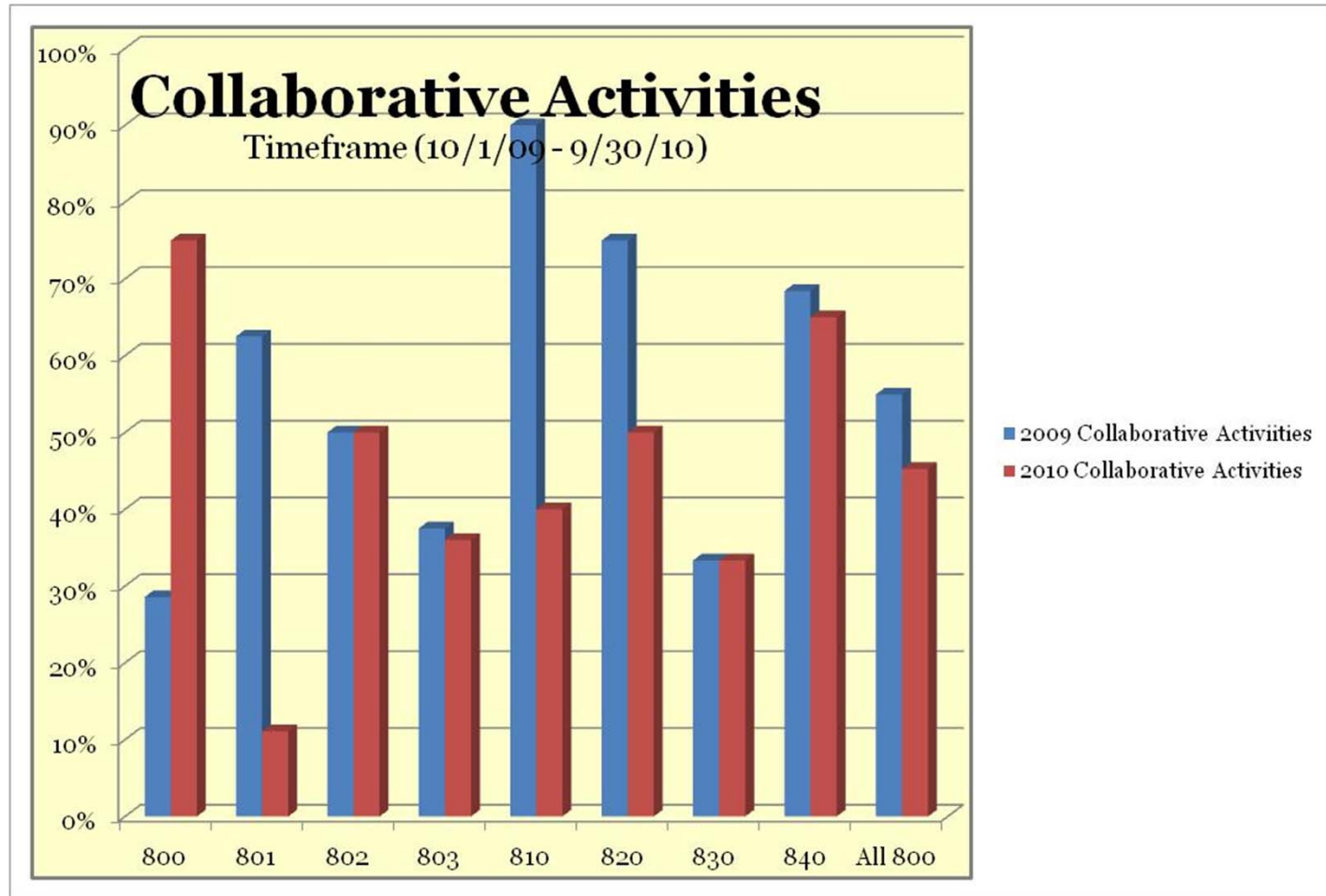
# Inclusion Metrics Continued



- Includes being a mentor or mentee, and speaking or representing Wallops at external or internal Outreach events
- For example, Open House

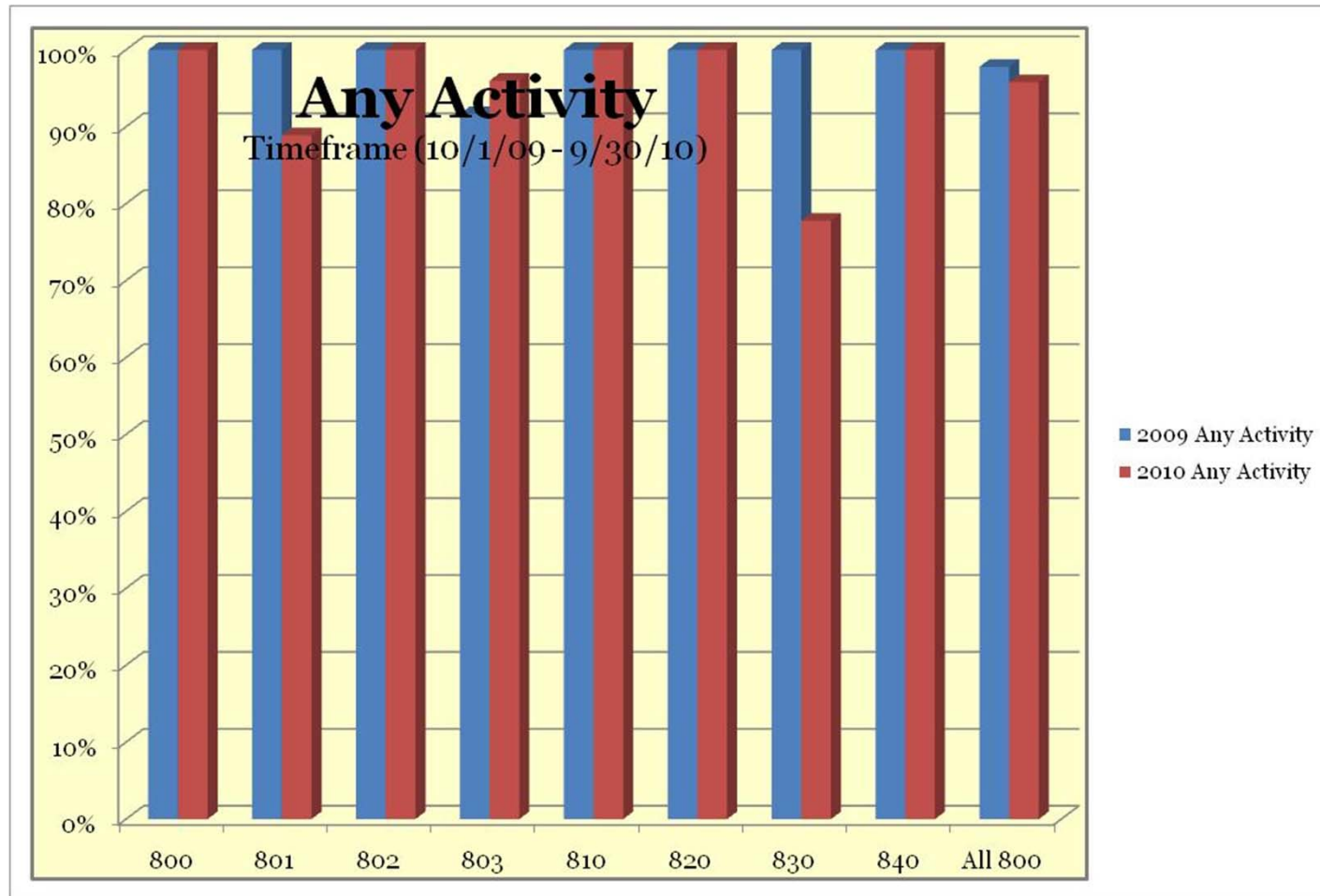


# Inclusion Metrics Continued



- Does not include collaboration with internal organizations that are typical of normal day-to-day activities for the job (e.g. alternate for a different internal organization)
- Includes activities which involve external organizations such as County and State Government, other NASA Centers, NASA HQ, other Government organizations, Universities, Spaceports, and Commercial Companies
- For example, UAS Executive Committee and Senior Steering Group

# Inclusion Metrics Continued



- The “OR” of participating in any of the previous activities
- Goal is 80%

# Inclusion Metrics Findings and Observations

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- Participation levels slightly increased in FY10 over FY 09 for Workshops
- Participation levels slightly decreased in FY10 over FY09 for all other activities other than Training
- The Training metric changed from FY 09 to FY 10
- The Suborbital and Special Projects Directorate employee participation as a whole is outstanding
  - 96 % of employees participated in at least one of the measured categories against an 80% goal
  - 45 % of employees participated in at least one collaborative activity against a 20% goal
- The results demonstrate that the Directorate has made a considerable effort to create an inclusive workplace that allows all employees opportunity for visibility and personal and professional growth
- Training and participation in activities are widely encouraged by the management and supervisory personnel for every employee with an overall participation rate of 73% for FY10
- Low participation in certain areas reflect items that may not fit well within that particular activity and the group's assigned mission